



## OUR VALUES

Dedication. Integrity. Professionalism.

## POLICE OFFICER LATERAL & ACADEMY GRAD HIRING PROCESS

### 1. APPLY

Submit an application and resume at [our website](#). Candidates meeting the minimum qualifications will be invited to the testing process.

### 2. PERSONAL HISTORY QUESTIONNAIRE (PHQ)

Lateral and Academy Graduate candidates meeting minimum qualifications will be invited to take the PHQ; this exam is pass/fail. Academy Grads passing will be invited to the Oral Board Interview. Lateral candidates passing will skip the Oral Board interview and be invited to the Lieutenant's Panel Interview.

### 3. ORAL BOARD INTERVIEW (ACADEMY GRADS ONLY)

The interview panel consists of one Fremont Police Sergeant, one Fremont Police Officer and one non-sworn Fremont employee. No feedback is available; this exam is pass/fail.

### 4. LIEUTENANT'S PANEL INTERVIEW

The interview panel consists of one Fremont Police Lieutenant and one Fremont Police Sergeant. Appointments may take up to one month to schedule; no feedback is available.

### 5. POLYGRAPH

6. This step consists of two parts: Completing your Personal History Statement (PHS) and the polygraph. Your polygraph appointment is contingent upon a positive evaluation of your PHS. Your results will be reviewed by the Police Executive team. Appointments may take up to 3 months to schedule.

### 7. BACKGROUND

You will be assigned to a background investigator who will complete a thorough background.

### 8. EXECUTIVE PANEL INTERVIEW WITH THE CHIEF AND CAPTAINS

Your results from all the previous steps will be evaluated. The interview panel consists of the Fremont Police Chief and two Fremont Police Captains.

### 9. CONDITIONAL JOB OFFER

Final job offer pending results from:

- Medical Examination
- Psychological Examination

### 10. FINAL JOB OFFER

#### NOTES:

- For applicants residing more than 150 miles from Fremont, we are often able to accommodate a more condensed process in which steps 3-4 are administered during a 3-4 day period. For more information, contact HR at [jobs@fremont.gov](mailto:jobs@fremont.gov).
- The entire process takes about 3-6 months
- Ride-alongs are not permitted before successful completion of the Oral Board Interview